The continued use of Board of Governors (BoGs) in public secondary schools of Kenya to recruit and select teachers on behalf of the Teachers Service Commission (TSC) has elicited a lot of controversy. The purpose of the study was to assess the effectiveness of BoGs in recruitment and selection of public secondary school teachers in Murang'a North District, Central Province, Kenya. The objectives included determining how BoGs effectiveness is affected by TSC selection guidelines; BoGs briefings and interview methods; stakeholders' interests, and applicants' characteristics. The study sample consisted of 40 respondents drawn from principals and teachers recruited by BoGs. Sampling of schools was done using stratified and simple random samplings. Data was generated using two different questionnaires, one for principals and the other for recruited teachers. 3 Principals (one from each school stratum) were purposively selected and interviewed using a structured interview guide for triangulation purposes. The research findings were analyzed using statistical package of social sciences (SPSS). Descriptive statistics namely, frequency and percentages were used to describe variables for quantitative data. For qualitative data, detailed narrative forms were used to summarize the information.

The study established that; TSC selection guidelines made the BoGs more effective in teachers' selection. The BoGs lacked training in selection, were easily manipulated and hence incompetent. Teachers' selection was influenced by stakeholders' vested interests; tribalism and regionalism being the main ones. The researcher recommended that; Decentralization of teacher recruitment and selection be done at provincial level. TSC should set up a database for all qualified unemployed teachers, implement succession management, and ensure that head teachers of learning institutions have at least a certificate in Human Resource Management.

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